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**THE RELATIONSHIP BETWEEN SAFETY MANAGEMENT
PRACTICES AND SAFETY BEHAVIOURS AMONG
EMPLOYEES OF INTERNATIONAL ISLAMIC UNIVERSITY
MALAYSIA**



ROSLI BIN HASSAN

UUM
Universiti Utara Malaysia

**MASTER OF HUMAN RESOURCE MANAGEMENT
UNIVERSITI UTARA MALAYSIA
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EMPLOYEES OF INTERNATIONAL ISLAMIC UNIVERSITY
MALAYSIA**

By



ROSLI BIN HASSAN

UUM
Universiti Utara Malaysia

**Project Paper Submitted to
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**Pusat Pengajian Pengurusan
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ABSTRACT

Occupational safety is an issue of considerable importance in any organization. The management needs to ensure that the work environment is safe for the employees. However, occupational safety is not only the responsibility of the management but the whole organization including the employees. Literature on occupational safety shows that employees' safety behaviour has direct or indirect link to safety at the workplace. Unsafe behaviours of employees can contribute to workplace accidents. For a better understanding of occupational safety in an academic setting, this study surveyed 329 employees of International Islamic University Malaysia to find out the level of safety management practices, the level of safety behaviours of the employees and whether or not there is a relationship between safety management practices and safety behaviours. The questionnaire used for this study was adapted from a number of previous studies. The study found that the university's employees perceived safety management practices and their safety behaviours at a satisfactory level. Correlation analyses show that there is a positive relationship between safety management practices and safety behaviours. These findings point to the importance of providing reliable safety management practices in instilling good safety behaviours. These findings indicate that reliable safety management practices are important in improving a safe working culture among the employees.

Keywords: safety management practices, safety behaviours, safety compliance, safety participation and safety culture

ABSTRAK

Keselamatan di tempat kerja adalah sangat penting bagi mana mana organisasi. Pihak pengurusan perlu memastikan bahawa persekitaran di tempat kerja adalah selamat. Walaubagaimana pun, keselamatan pekerjaan bukan sahaja menjadi tanggungjawab pihak pengurusan malah menjadi tanggung jawab keseluruhan organisasi tersebut termasuklah kakitangannya juga. Literatur dalam bidang keselamatan pekerjaan menunjukkan bahawa gelagat pekerja mempunyai hubung kait secara langsung atau tidak langsung dengan keselamatan di tempat kerja. Gelagat pekerja yang tidak selamat boleh menyebabkan kemalangan di tempat kerja. Untuk memahami isu keselamatan di tempat kerja dalam persekitaran akademik dengan lebih mendalam, kajian yang melibatkan 329 pekerja di Universiti Islam Antarabangsa Malaysia telah dijalankan untuk mengetahui tahap amalan pengurusan keselamatan, tahap gelagat keselamatan pekerja dan sama ada terdapat hubungan antara amalan pengurusan keselamatan dan gelagat keselamatan pekerja. Soal selidik yang digunakan dalam kajian ini diadaptasi daripada beberapa kajian sebelum ini. Kajian ini mendapati bahawa persepsi pekerja pekerja universiti terhadap amalan pengurusan keselamatan dan gelagat keselamatan mereka di tahap yang memuaskan. Analisis korelasi menunjukkan terdapat hubungan yang positif antara amalan pengurusan keselamatan dan gelagat keselamatan pekerja. Penemuan ini menunjukkan bahawa amalan pengurusan keselamatan yang baik adalah penting untuk meningkatkan budaya kerja yang selamat di kalangan pekerja.

Kata kunci: amalan pengurusan keselamatan, gelagat keselamatan, pematuhan keselamatan, penyertaan keselamatan dan budaya keselamatan,

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CHAPTER1

INTRODUCTION

1.1 INTRODUCTION

Safety at work is a major concern for all employees regardless of the type of work they are doing. It is also the right of all employees to be provided with a safe and healthy working environment. The same applies to educational institutions. The main objectives of educational institutions like colleges and universities are to provide academic experience to their students and strive for academic excellence. In doing so, the institutions should also pay attention to safety as 'problems in the areas of occupational safety may undermine such goals' (Wu.et.al, 2007). As pointed out by Fernández-Muñiz et al. (2008), occupational accidents or injuries have adverse effects on an organization in terms of productivity, profitability and competitiveness.

One of the practices that can be employed by the management to secure safety at the work place is the adoption of occupational health and safety (OHS) based management system. Occupational safety and health management provides the legislative framework to ensure the safety, health and welfare among all workforces and to protect others against risks to safety or health in connection with the activities of persons at work (Dessler, 2016).

Internationally, there are many standards and guidelines available for organizations to refer to such as ILO-OSH (2001) and BS 8800 (2004) for developing and implementing Occupational Health Safety Management System (Muhammad Ghulam Subhani, 2010). In Malaysia, the Occupational Safety and Health Act (OSHA) was enacted in 1994 to provide provisions 'for securing the

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